

EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio

EEO Public File Report

June 1, 2014 - May 31, 2015

Report amended March 8, 2017

Full-Time Position(s)	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
1	140622	Digital Sales Specialist	2/11/2014	10/28/2014	Beyond.com CMG Website Dayton Daily News DiversityWorkers.com Glassdoor.com Indeed.com Journal News LinkedIn Monster.com Oxford Press Referral SimplyHired.com Sinclair Job Fair EEO Recruitment Source List Twitter Wright State University	7 1 2 1 1	1
2	140826	Digital Media Consultant	2/11/2014	12/9/2014	CMG Website Indeed.com LinkedIn EEO Recruitment Source List Referral	3 3 1 1	1 1
3	140905	Asst. Chief Engineer	4/5/2014	7/30/2014	Access.com CMG Website Indeed.com EEO Recruitment Source List LinkedIn Referral	2 2 2 1	 1

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4	143236	Account Executive	5/27/2014	10/6/2014	AutoTrader.com CareerBliss.com CareerBuilder.com CMG Website Dayton Daily News EEO Recruitment Source List Facebook Glassdoor.com Indeed.com Journal News LinkedIn Monster.com OhioMeansJobs.com Oxford Press Referral Sinclair Job Fair Wright State University	1 1 4 1 3 2	1
5	144239	Graphic Designer	5/28/2014	9/17/2014	Beyond.com CareerBuilder.com CMG Website EEO Recruitment Source List Indeed.com LinkedIn Monster.com OhioMeansJobs.com Referral School of Advertising Art SimplyHired.com ZipRecruiter.com	4 4 2 3 1 1	1

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6	144591	Traffic Assistant CMGO	6/26/2014	11/18/2014	CareerBuilder.com CMG Website Communications.com Dayton Daily News EEO Recruitment Source List Indeed.com Monster.com Ohio Unemployment OhioMeansJobs.com Referral SimplyHired.com Television Commercial University of Dayton	2 2 3 1 1 1 1 1 1	1
7	146232	HR Manager- University and Employee Relations	7/28/2014	1/22/2015	Beyond.com CareerBuilder.com CMG Website Dayton Daily News DiversityWorkers.com EEO Recruitment Source List Glassdoor.com Indeed.com Journal News LinkedIn Monster.com OhioMeansJobs.com Other - Networking Other - Networking Referral SimplyHired.com	2 6 1 3	1

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8	148516	Multi Media Reporter/First Responder (Videographer)	9/5/2014	12/9/2014	CMG Website EEO Recruitment Source List Indeed.com LinkedIn State of Mississippi Ohio State University OhioMeansJobs.com Other Social Networking Site Referral	3 1 1 3	 1
9	144846	Reporter I CMGO	9/5/2014	3/19/2015	CareerBuilder.com EEO Recruitment Source List Indeed.com LinkedIn OhioMeansJobs.com Other Social Networking Site Referral SimplyHired.com TVJobs.com	 1 1	 1
10	149396	All Media Journalist I	9/22/2014	11/5/2014	Beyond.com CMG Website Dayton Daily News Glassdoor.com EEO Recruitment Source List Indeed.com Journal News NACElink Referral SimplyHired.com Social Networking Site State of Arizona Website State of Ohio Website State of Washington Website	7 1 1 1 1	 1

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11	149242	Videographer/Editor CMGO II	9/26/2014	11/11/2014	CMG Website Dayton Daily News Indeed.com LinkedIn OhioMeansJobs.com EEO Recruitment Source List Referral SimplyHired.com	3 5	1
12	1410184	Marketing Concert & Promotion Specialist	10/8/2014	12/22/2014	CMG Website Dayton Daily News Indeed.com Journal News LinkedIn EEO Recruitment Source List Referral Springfield News Sun	2 2	1
13	1410185	Marketing Coordinator	10/8/2014	12/15/2014	Beyond.com CareerBuilder.com Dayton Daily News Glassdoor.com Indeed.com Journal News LinkedIn Monster.com EEO Recruitment Source List Referral Social Networking Site Springfield News State of Ohio Website Wittenberg University ZipRecruiter.com	1	1

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14	1410189	Marketing Events Specialist	10/8/2014	2/27/2015	Beyond.com CareerBuilder.com CMG Website Indeed.com Dayton Daily News Journal News LinkedIn OhioMeansJobs.com RecruitMilitary.com EEO Recruitment Source List Referral Springfield News Sun	1 1 1	1
15	1410413	Videographer/Editor CMGO II	10/21/2014	12/12/2014	CareerBuilder.com CMG Website Cox Recruiter Dayton Daily News Indeed.com Journal News Oxford Press EEO Recruitment Source List Referral SimplyHired.com	1	1
16	1410856	Digital Audience Specialist II	10/28/2014	1/6/2015	Beyond.com CMG Website Dayton Daily News Indeed.com LinkedIn EEO Recruitment Source List Referral Social Networking Site	1 4	1

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17	1411292	Digital Audience Specialist	11/3/2014	1/6/2015	Beyond.com CMG Website Dayton Daily News Indeed.com LinkedIn EEO Recruitment Source List Referral State of Ohio Website	1 3 2 1	 1
18	1412221	Manager News Operations	11/12/2014	12/30/2014	EEO Recruitment Source List LinkedIn Referral	 1	 1
19	1413132	Digital Sales Specialist	12/1/2014	3/23/2015	CMG Website EEO Recruitment Source List Indeed.com LinkedIn Referral	2 2 1	 1
20	1413136	Sales Coordinator I	12/1/2014	3/9/2015	CareerBuilder.com CMG Website EEO Recruitment Source List Indeed.com LinkedIn Referral SimplyHired.com	1 2 2	 1
21	1413134	Sales Associate	12/5/2014	3/9/2015	CMG Website EEO Recruitment Source List Indeed.com LinkedIn Referral SimplyHired.com	 2 3	 1 2

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22	1413869	Digital Marketing Coordinator	12/15/2014	2/18/2015	Career Fair CMG Website Dayton Daily News EEO Recruitment Source List Indeed.com LinkedIn OhioMeansJobs.com Referral	1 2 1	1
23	151186	Digital Product Manager	1/27/2015	4/6/2015	CMG Website EEO Recruitment Source List Indeed.com LinkedIn Monster.com Professional Association Referral SimplyHired.com	2 3	1
24	152183	Videographer/Editor CMGO II	2/10/2015	3/16/2015	Beyond.com CareerBuilder.com CMG Website Indeed.com Monster.com EEO Recruitment Source List Referral	1	1
25	156469	Account Executive	4/28/2015	5/26/2015	CMG Website Dayton Daily News EEO Recruitment Source List Indeed.com Journal News Oxford Press Referral Springfield News Sun	3 2 3 1	1

OTHER RECRUITMENT SOURCES

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1	Company: Beyond.com Address:	Name: www.beyond.com Phone:	1	No
2	Company: Capital University Address: 333 W. First Street, Suite 130, Dayton, OH 45402	Name: www.myconsortium.com Phone:	0	No
3	Company: Career Bliss Address:	Name: www.careerbliss.com/jobs Phone:	1	No
4	Company: CMG Website Address: 6205 Peachtree Dunwoody Rd, Atlanta, GA 30328	Name: www.coxmediagroup.com Phone:	51	No
5	Company: Dayton Daily News Address: 1611 South Main Street, Dayton, OH 45409	Name: Phone: (937) 225-2050	5	No
6	Company: DiversityWorkers.com Address:	Name: www.DiversityWorkers.com Phone:	1	No
7	Company: Frank Magid - TV Only Address:	Name: Phone:	0	No
8	Company: Indeed.com Address:	Name: www.indeed.com Phone:	47	No
9	Company: Journal-News Address: 6752 Cincinnati-Dayton Rd, Suite 205, Liberty Township, OH 45044	Name: Phone: (513) 829-7900	0	No
10	Company: LinkedIn Address:	Name: www.linkedin.com Phone:	6	No
11	Company: Ohio Dominican University Address: 1216 Sunbury Rd., Columbus, OH 43219	Name: www.myconsortium.com Phone:	0	No
12	Company: Ohio Wesleyan University Address: 61 S. Sandusky Street, Delaware, OH 43015	Name: www.myconsortium.com Phone:	0	No
13	Company: Otterbein College Address: One Otterbein College, Westerville, OH 43081	Name: www.myconsortium.com Phone:	0	No
14	Company: Oxford Press Address: 6752 Cincinnati-Dayton Rd, Suite 205, Liberty Township, OH 45044	Name: Phone: (513) 829-7900	0	No
15	Company: SimplyHired.com Address:	Name: www.simplyhired.com Phone:	4	No
16	Company: Talent Dynamics Address: 600 Las Colinas Blvd., Irving, TX 75039	Name: Phone:	0	No

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17	Company: Temporary Agency Address:	Name: Manpower - Kathy Trautman Phone:	0	No
18	Company: TV Jobs - TV Only Address:	Name: www.tvjobs.com Phone:	0	No
19	Company: Springfield News Sun Address: 1 S. Limestone St., Suite 1010, Springfield, OH 45409	Name: Phone: (937) 328-0300	0	No
20	Company: Urbana University Address: 579 College Way, Urbana, OH 43028	Name: www.myconsortium.com Phone:	0	No
21	Company: WHIO - Website Address: 1611 South Main Street, Dayton, OH 45409	Name: www.whio.com Phone:	0	No
22	Company: Wittenburg University Address: PO Box 720, Springfield, OH 45501	Name: www.myconsortium.com Phone:	0	No
23	Company: Word of Mouth (Referral) Address:	Name: Phone:	28	No

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#	Recruiting Source	Contact Information	Notification	Total Interviewed	Entitled to Notification
1	Cedarville University 251 N Main Street Cedarville, OH 45314	Lew Gibbs Career Services Director	career@cedarville.edu	0	No
2	Central Sate University 840 Germantown Street Dayton, OH 45402	Les Devond Placement Director	ldevond@centralstate.edu	0	No
3	Day-Vest 1133 S Edwin C Moses Blvd Dayton, OH 45417	David Harlow Executive Director	Day-VEST@lycos.com	0	No
4	DeVry Institute of Tech 1350 Alum Creek Drive Columbus, Oh 43209	Beth Robinson Career Services Department	mrobinson6@devry.edu	0	No
5	Howard University 2400 Sixth St NW Washington, D.C. 20059	Career Planning Department Dr. Joan Browne Director	huocreruit@gmail.com	0	No
6	International College of Broadcasting 6 S Smithville Rd Dayton, OH 45431	Kenny Pyles Career Services	swackkid@yahoo.com	0	No
7	Jewish Vocational Services 4021 Harrison Avenue Cincinnati, OH 45211	Kim Slaton Placement Director	kslaton@jvscinti.org	0	No
8	Kent State University 104 E Kent, OH 44242	Robin Piatt Career Services	cscjobs@kent.edu	0	No
9	Miami Jacobs Career College 110 N Patterson Blvd Dayton, OH 45402	Joanie Krein Career Services	joanie.krein@miamijacobs.edu	0	No
10	National College of Business & Tech 1837 Woodman Center Dr Dayton, OH 45420	Rolnecia Albert Career Services	rcalbert@an.edu	0	No

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#	Recruiting Source	Contact Information	Notification	Total Interviewed	Entitled to Notification
11	Ohio Center for Broadcasting 6703 Madison Rd. Cincinnati, OH 45227	Gary James Placement Director	dclark@beonair.com	0	No
12	OhioMeansJobs Montgomery County 1111 S Edwin C Moses Blvd Dayton, OH 45409	Aminah Costner Recruiter	Aminah.Costner@jfs.ohio.gov	2	No
13	The Ohio Foundation of Independent Colleges 250 East Broad Street, Suite 1700 Columbus, OH 43215	Tommie Lewis Board Member	tommielewis@mipcllc.com	0	No
14	Wilberforce University 1055 N Bickett Rd. Xenia, OH 45384	Hila Williams Director of Professional Services	hwilliams@wilberforce.edu	0	No
15	Wittenburg University 200 W. Ward Street Springfield, OH 45505	Teresa Cantrell Career Services	careers@wittenberg.edu	0	No
16	Wright State University 3460 Colonel Glenn Highway Dayton, OH 45435	Cheryl Krueger Career Services Director	cheryl.krueger@wright.edu	0	No
17	University of Dayton 300 College Park Dayton, OH 45469	Theresa Withrow Irene Dickey	twithrow1@udayton.edu ldickey1@udayton.edu	1	No
18	Clark State Community College 101 S. Limestone Street Springfield, OH 45502	Dana Kapp, Placement Director	www.clark.cc.oh.us	0	No
19	Collegiate Broadcasters, UPS Hershey Square Center, 1152 Mae Street Hummelstown, PA 17036	Attn: Career Office		0	No
20	Dayton NAACP 1528 W. Third Street Dayton, OH 45407	Dr. Robert Baines, Jr., Placement Director	www.naacpdayton.org	0	No
21	Edison State Community College 1973 Edison Drive Piqua, OH 45356	Julie Slattery, Career Services Dept.	www.edison.cc.oh.us	0	No
22	Goodwill-Easter Seals Miami Valley 1511 Kuntz Road Dayton, OH 45404	Emi Tiley		0	No

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23	Capital University 333 W. First Street, Suite 130 Dayton, OH 45402	Eric Anderson	www.capital.edu	0	No
24	Fortis & Rets 555 Alex Bell Road Centerville, OH 45459			0	No
25	Indiana Wesleyan University 2912 Springboro Road W. Dayton, OH 45439			0	No
26	Job Center 1111 S. Edwin C. Moses Blvd. Dayton, OH 45422		www.thejobcenter.org	0	No
27	Leadership Institute 1101 N. Highland Street Steven P.J. Wood Bldg. Arlington, VA 22201		www.leadershipinstitute.org	0	No
28	ITT 3325 Stop Eight Road Dayton, OH 45414	Melinda Jeffery		0	No
29	Miami-Jacobs Career College-Columbus 150 Gay Street Columbus, OH 43215	Jennifer Ellis		0	No
30	Miami University 241 Hoyt Hall Oxford, OH 45056	Margie Perkins, Career Services	www.muohio.edu	0	No
31	NAB Career Center 1771 N Street NW Washington, DC 20036			0	No
32	Ohio University 1 Park Place Athens, OH 45701	Holly Jacobs		0	No
33	Sinclair College 444. W. Third Street Dayton, OH 45402	Career Services	www.sinclair.edu	0	No

LONG-TERM RECRUITMENT INITIATIVES

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	June 2, 2014	Job Shadow	Job Shadow	A student came to job shadow Nancy Wilson and received a behind the scenes tour.	Nancy Wilson
2	June 3, 2014	Jacob Coy Elementary School Career Day	6th Grade Career Day	John Bedell spoke to 6th graders about career opportunities with Cox Media Group Ohio.	John Bedell
3	4/2014-11/2014	Career Development Program	Program that identifies emerging leaders to further guide success in their current role and prepare them for future promotional opportunities.	Completed a series of classes and other development opportunities through places like the University of Dayton Center for Leadership.	16 CMGO Employees 9 CMG Managers
4	July 15, 2014	Leadership Troy	Media Workshop	Steve Baker hosted a media workshop for this organization.	Steve Baker
5	August 14, 2014	Public Relations Society of America of Dayton	Media Day	Layron Livingston was a panelist answering questions about the Media industry.	Layron Livingston
6	September 24, 2014	Women in Business Networking	Professional Development Conference	Letitia Perry emcee'd this event.	Letitia Perry
7	October 21, 2014	Dayton Early College Academy Career Day Tour	Tour of the Media Center for 14 students and 2 adult teachers.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
8	October 30, 2014	Lee's Famous Recipe Tour	Tour of the Media Center for 18 employees.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
9	November 5, 2014	University of Dayton's Phi Beta Chi Organization	Tour of Media Center for 24 students.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	WHIO-TV Reporter, John Bedell

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10	November 14, 2014	Montgomery County Board of Disabilities Tour	Tour of Media Center for 14 representatives.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
11	November 18, 2014	Northmont High School Career Day	Tour of the Media Center for 11 journalism students and 1 teacher.	Toured the Media Center and sat in on the morning news meeting between the TV, radio, and newspaper staff; toured offices, met with web department, and watched the live 12 o'clock newscast with WHIO-TV anchor John Paul.	Anthony Shoemaker
12	November 19, 2014	The Chamber of Commerce (Middletown, Monroe, and Trenton)	Tour of Media Center	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
13	November 22, 2014	Cub Scout Tour	Tour of the Media Center for 13 children and 12 adults.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
14	November 22, 2014	Red Hatters Tour	Tour of the Media Center for 12 adults.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
15	November 22, 2014	Cub Scout Tour	Tour of Media Center for 9 students and 18 adults.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
16	December 2, 2014	Broadcast Classes	Guest Speaker at Ponitz High School	Letitia Perry spoke to the Ponitz High School broadcast class about the media industry and her experience.	Letitia Perry

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17	December 12, 2014	Media Panel Discussion	Wright State University	John Paul was a panelist answering questions about the Media industry.	John Paul
18	January 13, 2015	Lifelong Learning Institute Engagement	University of Dayton Class	Larry Hansgen spoke to attendees.	Larry Hansgen
19	January 15, 2015	Leadership Sydney	Media Day	Steve Baker spoke about the Media industry.	Steve Baker
20	March 20, 2015	Wright Patterson Air Force Base	Meteorology Mania	Rich Wirdzek gave a presentation on meteorology.	Rich Wirdzek
21	March 21, 2015	Cub Scouts	Tour for 24	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
22	March 23, 2015	Dayton City Commissioner Candidate Tour	Tour of Media Center for Scott Silver	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	Anthony Shoemaker
23	March 25, 2015	Cub Scout Tour	Tour of the Media Center for approximately 20 students/parents.	Provided a tour of the station, newsroom, studios, and engineering facilities;	Anthony Shoemaker
24	March 31, 2015	Wright State University Communication Class Tour	Tour of the Media Center for around 15 students/staff.	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	Anthony Shoemaker

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25	March 31, 2015	Wright State University Career Fair	Designed to give Wright State University alumni and students across all majors an opportunity to speak to representatives regarding summer internships & jobs.	Met with alumni and current students of Wright State University to discuss current and future job opportunities, in addition to the mission and culture of Cox Media Group Ohio.	HR Manager, Michael Webb Content Team Lead, Ken Paxson
26	March 31, 2015	Montgomery County Children Services	Career Day	Letitia Perry was the keynote speaker for this event.	Letitia Perry
27	April 7, 2015	Cox Media Group Leadership Program	Accelerated leadership development program based on an employee's current contributions and potential.	Seven-month learning experience to include both individualized personal development and skill/knowledge building group activities.	Suzanne Klopfenstein
28	April 14, 2015	Job Shadow	Job Shadow	A student came to job shadow Chris Hartley and received a behind the scenes guide.	Chris Hartley
29	April 15, 2015	Job Shadow	Job Shadow	A student came to job shadow Chris Hartley and received a behind the scenes guide.	Chris Hartley
30	April 27, 2015	Central State University's Communication Week	Central State University's Workshop for Broadcast Students	Jeremy Ratliff spoke about the media industry at this event.	Jeremy Ratliff
31	April 28, 2015	Central State University's News, Writing, and Anchoring Event	Central State University's News, Writing, and Anchoring Event	Jason Michaels spoke at this event.	Jason Michaels
32	April 29, 2015	OhioMeansJobs Montgomery County & WPAFB Spring Career Fair	Designed to give citizens and veterans an opportunity to speak to Cox representatives regarding summer internships & jobs.	Met with citizens and veterans of the Dayton region to discuss current and future job opportunities in addition to the mission and culture of Cox Media Group Ohio.	HR Manager, Michael Webb Content Team Lead, Ken Paxson
33	May 29, 2015	Dayton Early College Academy	Branding Conference	Layron Livingston, keynote speaker, discussing his career and Cox Media Group Ohio.	Layron Livingston